

# Request for Tenure Track Faculty

**Program:** Addiction Studies

**Initiator(s):** Joe Hash

**1. Program(s) Supported by the Discipline:** *Addiction Studies*

**2. Job Description. Separate requests are required for each position sought. Please indicate if this request is site specific and the location(s).**

Faculty member will teach Addiction Studies and Sociology courses which are part of the Certificate of Achievement in Addiction Studies on the Eureka Campus including possible assignment(s) at the Eureka Downtown site. Faculty will also work with students on field placements and work experience.

**3. Please check ONE of the following categories: Faculty Replacement Position, Growth Position or New Program/Discipline. Provide related information. (0-5 Points)**

**Faculty Replacement Position (check one)**

- Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year
- Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years
- Stable discipline or program needs replacement for FT faculty who have left within three-four years
- Stable discipline or program can justify replacement for FT faculty who have left within five years or more
- Outside accreditation is at risk without FT hire

***Provide justification and documentation. Include when the position became vacant and the incumbent to be replaced.***

**Growth Position (checkone)**

- Enrollment data over past two years indicate program is *growing*
- Enrollment data over past two years indicate program is *stable*
- Enrollment data over past two years indicate program is *declining*
- Independent marketing or other data indicate growth potential

***Provide justification and documentation.***

Enrollments have grown since 2008-9 with 336 students to 415 students in 2012-13 and a peak enrollment of 477 students in 2010-11. Enrollment did decline in 2013-14 as did enrollment district-wide.

**New Program/Discipline Position**

- Program Initialization process complete
- State curriculum approval complete
- Program has grown significantly without FT faculty
- Independent marketing data suggests viability of new program

***Provide justification and documentation.***

**4. FT/PT Ratio: Indicate which statement/s are confirmed by the data: (0 -5 points)**

- Program has no full-time faculty
- FT/PT ration below 50/50 percent
- FT/PT ratio below 60/40 percent
- FT/PT ratio below 75/25 percent
- FT/PT ratio results in critical lack of effective oversight for associate faculty
- Reliable pool of well-qualified associate faculty is unavailable

*(In the case of non-teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)*

***Provide justification and documentation.***

There are currently no full-time faculty teaching in the Addictions Studies Certificate of Achievement program.

**5. Program/Student Outcomes (0 – 5 points)**

Provide a narrative justifying need for full-time faculty in order to maintain and/or improve program and student learning outcomes (one-page max), based on the following: (0 – 5 points)

- Demonstrate a clear need for FT faculty in order to maintain program outcomes

- Justification demonstrates a clear need for FT faculty in order to achieve student learning outcomes

***Narrative:***

The need for a full-time faculty member in the Addiction Studies program is critical. There are currently no full-time faculty members in the program. One-hundred percent of the teaching is done by part-time faculty who do a fine job of instruction, but there is limited assistance to students outside the classroom or to do the work of the district. A full-time faculty is essential to ensure the district’s needs are met with accreditation, assessments, curriculum updates, program reviews, serving on college committees, planning, etc. They would also be able to ensure student have access to resources in order to ensure and expedite their success in meeting their educational goals.

REDWOODS COMMUNITY COLLEGE DISTRICT

**RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS**

<p><b>Faculty Replacement Position</b></p> <ul style="list-style-type: none"> <li>• Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year</li> <li>• Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years</li> <li>• Stable discipline or program needs replacement for FT faculty who have left within three-four years</li> <li>• Stable discipline or program can justify replacement for FT faculty who have left within five years or more</li> <li>• Outside accreditation is at risk without FT hire</li> </ul>	<p>Points (0-5):</p>
<p><b>OR</b></p>	
<p><b>Growth Position</b></p> <ul style="list-style-type: none"> <li>• Enrollment data over past two years indicate program is <i>growing</i></li> <li>• Enrollment data over past two years indicate program is <i>stable</i></li> <li>• Enrollment data over past two years indicate program is <i>declining</i></li> <li>• Independent marketing or other data indicate growth potential</li> </ul>	
<p><b>OR</b></p>	
<p><b>New Program/Discipline Position</b></p> <ul style="list-style-type: none"> <li>• Program Initialization process complete</li> <li>• State curriculum approval complete</li> <li>• New program has shown significant growth without FT faculty</li> <li>• Independent marketing data suggest viability of new program</li> </ul>	
<p><b>FT/PT Ratio</b></p> <ul style="list-style-type: none"> <li>• Program has no full-time faculty</li> <li>• FT/PT ration below 50/50 percent</li> <li>• FT/PT ratio below 60/40 percent</li> <li>• FT/PT ratio below 75/25 percent</li> <li>• FT/PT ratio results in critical lack of effective oversight for associate faculty</li> </ul>	<p>Points (0-5):</p>

<ul style="list-style-type: none"> <li>Reliable pool of well-qualified associate faculty is unavailable (In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)</li> </ul>	
<p><b>Program/Student Outcomes</b></p> <ul style="list-style-type: none"> <li>Narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes</li> <li>Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes</li> </ul>	Points (0-5):
<p><b>Other (Shared Interest)</b></p> <ul style="list-style-type: none"> <li>Shared interest determined by the Faculty Prioritization Committee. Scoring rubric will be mutually agreed and will be based on the nature of the shared interest.</li> </ul>	Points (0-5):
<b>TOTAL</b>	